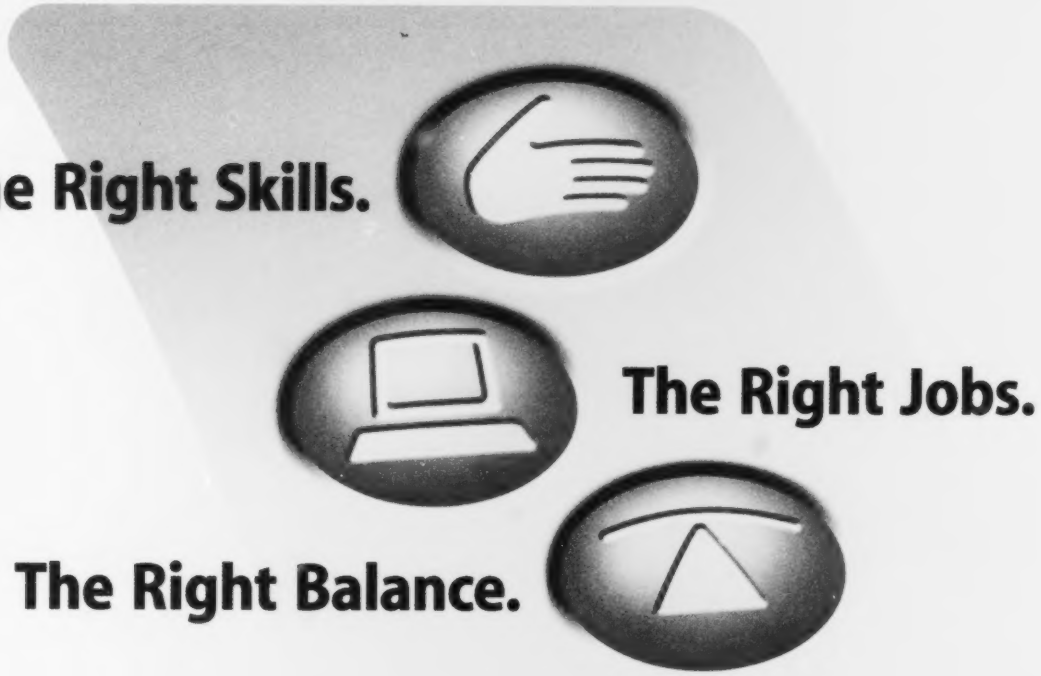
Training and Employment Development

COLLECTIVE BARGAINING IN NEW BRUNSWICK

Volume 12 – No. 1 - 2003

INDUSTRIAL RELATIONS BRANCH

ISSN – 1193-3437



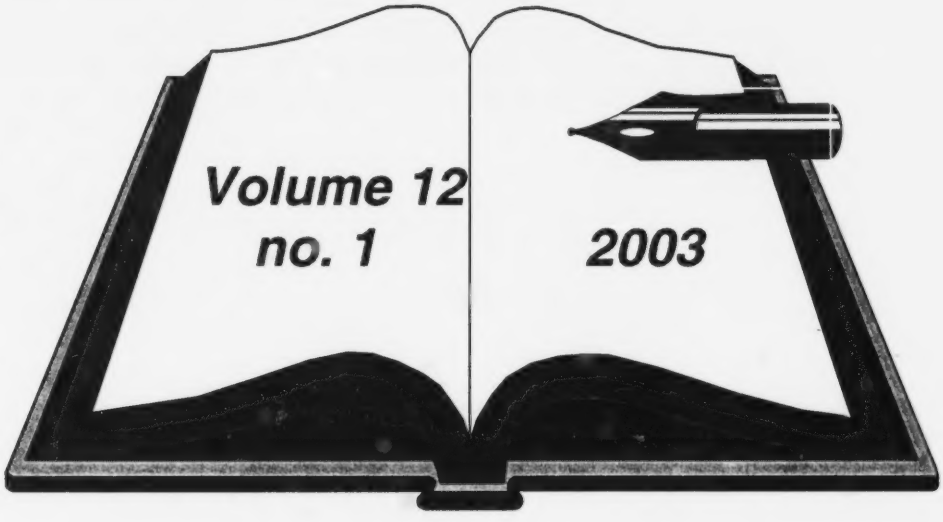
"Committed to the Prosperity Plan"

New Nouveau Brunswick CANADA

103-05203/

New Nouveau Brunswick

Collective Bargaining in New Brunswick



Department of
Training & Employment Development

ISSN 1193-3437

FORWARD

Collective Bargaining in New Brunswick is a quarterly report which contains summaries of collective bargaining settlements and grievance arbitration awards that are filed with the Department.

The data contained in this issue are derived from 56 settlements and 7 awards which were received by the Department during the period of January 1st to March 31st, 2003.

It should be noted that notwithstanding the information contained in this report, the only authoritative documents for this type of information are the collective agreements and arbitration awards themselves. These documents are available for viewing through this office and may be purchased in copy form at a cost of $0.30 per page (plus H.S.T.). When requesting information on a specific collective agreement or arbitration award, the corresponding reference number indicated in the report should be specified.

The Industrial Relations Branch wishes to acknowledge the cooperation of individuals representing Management and Labour who have promptly provided the information necessary for the completion of this issue. If you should have any questions or concerns, please contact this office at (506) 453-2261.

DAVID P. MOORE
Director
Industrial Relations Branch
Department of Training & Employment Development
P.O. Box 6000
Fredericton, N.B.
E3B 5H1

CONTENTS

INDEX OF SETTLEMENTS V

DEFINITIONS IX

GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS .. XI

SETTLEMENTS

Accommodation & Food Service 3
Administration & Support, Waste Management & Remediation Services 5
Agriculture, Forestry, Fishing & Hunting 6
Construction 10
Finance & Insurance 16
Health Care & Social Services 17
Information & Cultural Industries 26
Manufacturing 28
Mining & Oil & Gas Extraction 43
Other Services (except Public Administration) 45
Public Administration 46

GRIEVANCE ARBITRATION AWARDS 57

APPENDICES - Summary of Charts and Table 63

Chart 1 - COLA's in New Brunswick (January 1st – March 31st, 2003) 65

Chart 2 - Duration in Months of Collective Agreements (January 1st – March 31st, 2003) 66

Table I - Wage Increase by Industry (January 1st – March 31st, 2002) 67

INDEX TO SETTLEMENTS REPORTED

Employer and Location	Union	Page
Aramark Canada Ltd. (at Kenneth E. Spencer Memorial Home), Moncton	Canadian Union of Public Employees, Local 1726-01 (Formerly Versa Services)	17
AV Cell Inc., Atholville	Communications, Energy & Paperworkers, Local 160 (Clerical Workers)	28
AV Cell Inc., Atholville	Communications, Energy & Paperworkers, Local 160 (Formerly Atholville Pulp Mill Limited)	29
Beaubear Credit Union Ltd., Miramichi	United Steelworkers of America, Local 9270	16
Canadian Automatic Sprinkler Association, Markham	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 799	10
Canadian Blood Services New Brunswick Centre, Saint John	Canadian Union of Public Employees, Local 3728 (Registered Nurses)	18
Canadian Red Cross Ambulance Service, Tracadie-Sheila	Tracadie-Sheila Paramedic Association	19
Carleton-Kirk Lodge, Saint John	New Brunswick Government Employees Union, Local 6	20
City Hotels Limited, Saint John	New Brunswick Government Employees Union, Local 27	3
City of Edmundston	Canadian Union of Public Employees, Local 60 (Firefighters & Rescuers)	46
City of Fredericton	Fredericton Police Association	47
City of Miramichi	Canadian Union of Public Employees, Local 1387 (Outside Workers)	48
City of Miramichi	Canadian Union of Public Employees, Local 3863	49
City of Moncton	Canadian Union of Public Employees, Local 51 (Outside Workers)	50
Community Residential Living Board Woodstock Inc., Woodstock	Canadian Union of Public Employees, Local 3210	21
Connors Bros., Limited, Blacks Harbour	The Charlotte Seafood Employees Association	29

INDEX TO SETTLEMENTS REPORTED

Employer and Location	Union	Page
Aramark Canada Ltd. (at Kenneth E. Spencer Memorial Home), Moncton	Canadian Union of Public Employees, Local 1726-01 (Formerly Versa Services)	17
AV Cell Inc., Atholville	Communications, Energy & Paperworkers, Local 160 (Clerical Workers)	28
AV Cell Inc., Atholville	Communications, Energy & Paperworkers, Local 160 (Formerly Atholville Pulp Mill Limited)	29
Beaubear Credit Union Ltd., Miramichi	United Steelworkers of America, Local 9270	16
Canadian Automatic Sprinkler Association, Markham	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 799	10
Canadian Blood Services New Brunswick Centre, Saint John	Canadian Union of Public Employees, Local 3728 (Registered Nurses)	18
Canadian Red Cross Ambulance Service, Tracadie-Sheila	Tracadie-Sheila Paramedic Association	19
Carleton-Kirk Lodge, Saint John	New Brunswick Government Employees Union, Local 6	20
City Hotels Limited, Saint John	New Brunswick Government Employees Union, Local 27	3
City of Edmundston	Canadian Union of Public Employees, Local 60 (Firefighters & Rescuers)	46
City of Fredericton	Fredericton Police Association	47
City of Miramichi	Canadian Union of Public Employees, Local 1387 (Outside Workers)	48
City of Miramichi	Canadian Union of Public Employees, Local 3863	49
City of Moncton	Canadian Union of Public Employees, Local 51 (Outside Workers)	50
Community Residential Living Board Woodstock Inc., Woodstock	Canadian Union of Public Employees, Local 3210	21
Connors Bros., Limited, Blacks Harbour	The Charlotte Seafood Employees Association	29

Employer and Location	Union	Page
Cut 2000 Men's Hairstyling 512879 NB Ltd., Dieppe	United Food & Commercial Workers, Local 1288P	**45**
Eastland Industries Limited, Minto	United Brotherhood of Carpenters & Joiners of America, Local 1386	**30**
Fruits de Mer Océanis Ltée, Shippagan	Métallurgistes unis d'Amérique, local 9253	**31**
Good Samaritan EMS Inc., St. Stephen	Good Samaritan Paramedic Association	**22**
Institut de Memramcook, Memramcook	Canadian Union of Public Employees, Local 1044	**4**
IPL Plastics Ltd., Edmundston	Syndicat canadien des communications, de l'énergie et du papier, section local 110 (First Agreement)	**31**
Irving Pulp & Paper Limited, Saint John	Communications, Energy & Paperworkers Union, Local 30	**32**
J.D. Irving Limited, Deersdale Sawmill	Communications, Energy & Paperworkers, Local 111	**33**
J.D. Irving Limited (Speciality Division), Rexton	Construction & General Labourers, Local 900	**34**
La Compagnie de Tourbe Fafard Ltée, Shippagan	Fraternité unie des charpentiers et menuisiers d'Amérique, local 2821	**43**
Le Madawaska, Edmundston	Syndicat canadien des communications, de l'énergie et du papier, section locale 241	**26**
Les Religieuses Hospitalières de Saint-Joseph de la Province de Notre Dame de l'Assomption Supérieure locale et Conseil de l'infirmerie, Saint Basile	Syndicat canadien de la fonction publique, section locale 1439 (Infirmerie)	**22**
Loch Lomond Villa Inc., Saint John	New Brunswick Government Employees Union, Local 5	**23**
Maritime Fibreglass Fabricators, Minto	United Association of Journeyman & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 772	**35**
Maritime Fibreglass Fabricators, Minto	United Association of Journeyman & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 772	**36**

Employer and Location	Union	Page
Mechanical Contractors Association, Moncton	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 694	**11**
Mechanical Contractors Association of N.B., Moncton	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 772	**12**
Miramichi Web Ltd., Miramichi	Moncton Typographical Union, Local 636	**27**
Moncton Community Residence Inc., Moncton	Bakery, Confectionary, Tobacco Workers' and Grain Millers International, Local 406	**24**
Moosehead Breweries Limited, Saint John	Brewery and Soft Drink Workers, Local 362	**37**
New Brunswick Publishing Company, Saint John	Graphics Communications Union, Local 36C (Circulation & Maintenance Contract)	**39**
New Brunswick Publishing Company, Saint John	Saint John Typographical Union, No. 85 (Advertising and Production Contract)	**38**
New Brunswick Publishing Company, Saint John	Saint John Typographical Union, No. 85 (Newsroom Contract)	**39**
Potash Corporation of Saskatchewan, Cassidy Lake Division, Clover Hill	United Steelworkers of America, Local 9129	**44**
Produits Forestiers Alliance-Couturier Inc., Baker Brook	Syndicat canadien des communications, de l'énergie et du papier, local 8	**6**
Quality Control Council of Canada, Surrey, B.C. United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada	International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers & Helpers	**13**
Repap New Brunswick, Miramichi	Communications, Energy & Paperworkers Union, Local 689A (Woodlands Division)	**7**
Repap New Brunswick, Miramichi	Communications, Energy & Paperworkers Union, Local 689B (Woodlands Division)	**8**

Employer and location	Union	Page
Revenue Properties Company Limited, Saint John	Canadian Union of Public Employees, Local 3102	**5**
Saint John Construction Association Inc., Saint John	International Association of Heat & Frost Insulators & Asbestos Workers, Local 131	**14**
Services Résidentiels Nepisiguit Inc., Petit-Rocher	Syndicat des Métallurgists unis d'Amérique, local 7676	**25**
Stone Container (Canada) Inc., Bathurst	International Brotherhood of Electrical Workers, Local 1150; International Association of Machinists and Aerospace Workers, Lodge 1505; United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 512; and International Union of Operating Engineers, Local 894	**40**
The Canadian Pipe Fabricators Association	United Association of Journeymen's Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Locals 213, 512, 694, 772 & 799	**15**
Town of Dalhousie	Canadian Union of Public Employees, Local 188 (Firemen)	**51**
Town of Dalhousie	Canadian Union of Public Employees, Local 188 (Outside Workers)	**52**
Town of Shediac	Canadian Union of Public Employees, Local 1773	**53**
Town of Riverview	Riverview Professional Firefighter's Association, Local 2549	**54**
Town of Woodstock	Canadian Union of Public Employees, Local 2029 (Police)	**54**
Ville d'Edmundston	Syndicat canadien de la fonction publique, section locale 60 (Inside & Outside Workers)	**55**
York Steel Inc., Fredericton	International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Shopmen's Local 809 (Formerly United Steel Fabricators)	**41**

DEFINITIONS

AVERAGE RATE:

The rate of pay the nearest to the average of the lowest and highest rate of pay a permanent full-time employees could earn at the termination of the previous agreement.

BASE RATE:

The straight-time rate of pay per hour, excluding premiums, incentive bonuses, etc. This is not necessarily the lowest rate nor the highest rate but usually an established benchmark rate by the parties for purposes of negotiations.

LOWEST RATE:

Lowest rate of pay a permanent full-time employee could earn at the termination of the previous agreement.

WEIGHTED AVERAGE:

This arithmetic means, dependent on the composition of the work force, is established prior to negotiations and is generated by calculating the actual total wage cost for all employees covered by the settlement and dividing said cost by the number of employees.

GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS

C.P.I.: Consumer Price Index

COST OF LIVING ESCALATOR OR COST OF LIVING ALLOWANCE (COLA):

A cost of living escalator or COLA is a clause in a collective agreement which adjusts wage (or salary) rates reflecting changes in the specified price index. All have a formula which converts changes in a CPI into wage changes. It is designed to off-set erosion of real wage levels by inflation.

CAP OR MAXIMUM:

A capped formula makes adjustments to hourly rates according to CPI changes but provides a maximum for each contract year or the cap may limit escalation over the contract term as a whole; e.g. capped at $0.05 per quarter and capped at $0.15 per year.

GUARANTEED:

Some cost of living clauses guarantee that a certain increase will be granted by a certain date. If the CPI movement has not generated the guaranteed increase under the formula then that increase automatically comes into effect on the specified date.

TRIGGERED FORMULA:

A triggered formula does not operate until (usually percentage) change in the CPI brings the formula into operation. For example in a two-year collective agreement a triggered formula might grant $0,01 for each 0,5 change in the CPI after the index has risen a full 10,0 %. Often the formula must be re-triggered in each contract year. For example, the formula operated after a 10,0 % increase in the CPI has occurred in any contract year.

SETTLEMENTS

ACCOMMODATION & FOOD SERVICE

City Hotels Limited, Saint John and the New Brunswick Government Employees Union, Local 27

Reference number: C-286--01

53 months (2002 12 23 to 2007 05 31)

Date previous settlement expired: 2002 12 23

Date settlement was reached: N/A

Wages: Lowest Rate: Maintenance B - $7.50 per hour

Increases:

effective date	hourly increase
2002 06 01	$0.15 - $2.00*
2003 06 01	$0.20 - $0.50*
2004 06 01	$0.20 - $0.25*
2005 06 01	$0.20 -$0.25
2006 06 01	$0.20 – $0.50
* depending on classification	

Floating Holiday: (NEW)

An employee may also deem one scheduled day off per calendar year.

Sick Leave On Termination: (NEW)

An employee who has 10 years seniority at the time of resignation, retirement or death shall be paid all unpaid accumulates sick leave.

Minimum Number of Employees: (NEW)

The Employer shall schedule a minimum of 2 employees to work at all times.

Institut de Memramcook Institute, Memramcook and the Canadian Union of Public Employees, Local 1044

Reference number: M-068-01

36 months (2002 07 01 to 2005 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: N/A

Wages: Lowest Rate: Customer Service I - $8.37 per hour

Increases:

effective date	general increase
2002 07 01	3.0%
2003 07 01	2.5%
2003 07 01	2.5%

Severance/Retirement Allowance:

An employee having five (5) years or more continuous service who retires or his employment is permanently terminated with the Employer shall pay an allowance of five (5) days per full year not to exceed 100 (85) days.

ADMINISTRATIVE AND SUPPORT, WASTE MANAGEMENT AND REMEDIATION SERVICES

Revenue Properties Company Limited, Saint John and the Canadian Union of Public Employees, Local 3102

Reference number: R-061-01

36 months (1999 01 01 to 2001 12 31)

Date previous settlement expired: 1998 12 31

Date settlement was reached: 1999 02 01

Wages: Lowest Rate: Cleaner - $13.45 per hour

Increases:

effective date	general increase
1999 01 01	1.2%
2000 01 01	2.0%
2001 01 01	2.0%

Signing Bonus:

$500.00 for each regular employee

AGRICULTURE, FORESTRY, FISHING & HUNTING

Produits Forestiers Alliance-Couturier Inc., Baker Brook and le Syndicat canadien des communications, de l'énergie et du papier, section locale 8

Reference number: C-215-07

60 months (2001 05 01 to 2006 04 30)

Date previous settlement expired: 2001 04 30

Date settlement was reached: 2001 07 19

Wages: Lowest Rate – Woodcutter - $13.19 per hour.

Increases:

effective date	general increase
2002 05 01	1.5%
2003 05 01	1.5%
2004 05 01	wage re-opener
2005 05 01	wage re-opener

Signing Bonus:

$600.00 upon signing to each employee.

Holidays: Paid rate for Holiday

Previous	2001 05 01	2002 05 01	2003 05 01
$113.47	$118.63	$120.41	$122.22

Safety Boots Allowance: per annum

Previous	New
$50.00	$100.00

Repap New Brunswick Inc., Miramichi and the Communications, Energy & Paperworkers Union of Canada, Local 689 (Woodlands – Group "A")

Reference number: R-079-05

72 months (1998 07 01 to 2004 06 30)

Date previous settlement expired: 1998 06 30

Date settlement was reached: 1999 12 14

Wages:

Increases:

effective date	hourly /general increase
1998 07 01	$1.40
1999 07 01	0.5%
2000 07 01	0.5%
2001 07 01	2.0%
2002 07 01	2.0%
2003 07 01	2.0%

Vacation:

PREVIOUS		
Continuous Service	**# of weeks**	**Vacation Pay**
1 – 4 years	2	4%
After 4 years	3	6%
After 9 years	4	8%
After 20 years	5	10%
After 25 years	6	12%

NEW		
Continuous Service	**# of weeks**	**Vacation Pay**
1 – 4 years	2	4.8%
After 4 years	3	7.2%
After 9 years	4	9.6%
After 18 years	5	12%
After 23 years	6	14.4%

Safety Shoes: (NEW)

Company will contribute $40.00 once a year to the cost of safety shoes.

Repap New Brunswick Inc., Miramichi and the Communications, Energy & Paperworkers Union of Canada, Local 689 (Woodlands – Group "B")

Reference number: R-079-06

72 months (1998 07 01 to 2004 06 30)

Date previous settlement expired: 1998 06 30

Date settlement was reached: 1999 12 14

Wages:

Increases:

effective date	hourly /general increase
1998 07 01	$1.40
1999 07 01	0.5%
2000 07 01	0.5%
2001 07 01	2.0%
2002 07 01	2.0%
2003 07 01	2.0%

Vacation:

PREVIOUS		
Continuous Service	**# of weeks**	**Vacation Pay**
1 – 4 years	2	4%
After 4 years	3	6%
After 9 years	4	8%
After 20 years	5	10%
After 25 years	6	12%

NEW		
Continuous Service	**# of weeks**	**Vacation Pay**
1 – 4 years	2	4.8%
After 4 years	3	7.2%
After 9 years	4	9.6%
After 18 years	5	12%
After 23 years	6	14.4%

Safety Shoes: (NEW)

Company will contribute $40.00 once a year to the cost of safety shoes.

CONSTRUCTION

Canadian Automatic Sprinkler Association, Markham and the United Association of Journeymen Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 799

Reference number: C-057-02

36 months (2001 05 01 to 2004 04 30)

Date previous settlement expired: 2001 04 30

Date settlement was reached: 2001 06 05

Geographical Scope: Province-wide

Wages: Cost to the employer per employee per hour worked:

	Effective Dates			
	Previous	**2001 06 05**	**2002 05 01**	**2003 05 01**
Journeyman	$23.46	$24.69	$25.69	$26.51
Vacation	$2.34	$2.47	$2.57	$2.65
Health & Welfare	$1.75	$1.75	$1.75	$1.95
Pension	$3.00	$3.00	$3.15	$3.00
Training Fund	$0.10	$0.20	$0.20	$0.20
Association Fund	$0.21	--	--	--
TOTAL	$30.86	$32.11	$33.36	$34.61

Mechanical Contractors Association of N.B. Inc., Moncton and United Association of Journeymen Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 694

Reference number: N-031-12

34 months (2001 03 05 to 2003 12 31)

Date previous settlement expired: 2001 01 03

Date settlement was reached: 2001 01 03

Geographical Scope: Counties of Albert, Westmorland & Kent

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates		
	2001 03 05	**2002 01 01**	**2003 01 01**
Journeyman Rate	$20.11	$20.65	$21.20
Vacation	$2.01	$2.07	$2.12
Group Insurance	$1.51	$1.66	$1.81
Pension	$1.50	$1.50	$1.50
Training Fund	$0.31	$0.31	$0.31
Industry Fund	$0.16	$0.16	$0.16
TOTALS	$25.60	$26.35	$27.10

Residential	Effective Dates		
	2001 03 05	**2002 01 01**	**2003 01 01**
Journeyman Rate	$16.42	$16.42	$16.42
Vacation	$1.15	$1.15	$1.15
Group Insurance	$1.51	$1.66	$1.81
Pension	$1.50	$1.50	$1.50
Training Fund	$0.31	$0.31	$0.31
Industry Fund	$0.16	$0.16	$0.16
TOTALS	$21.05	$21.20	$21.35

Mechanical Contractors Association of N.B. Inc., Moncton and United Association of Journeymen Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 772

Reference number: N-031-01

36 months (2001 01 01 to 2003 12 31)

Date previous settlement expired: 2001 01 03

Date settlement was reached: 2001 01 03

Geographical Scope: Carleton, Madawaska, Sunbury, Victoria & York Counties

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates			
	Previous	2001 01 03	2002 01 01	2003 01 01
Journeyman Rate	$22.99	$23.32	$23.64	$23.96
Vacation	$1.95	$1.98	$2.01	$2.04
Health & Welfare	$1.51	$1.60	$1.70	$1.80
Pension	$0.75	$1.00	$1.25	$1.50
Training	$0.16	$0.21	$0.26	$0.31
Industry	$0.16	$0.16	$0.16	$0.16
TOTALS	$27.52	$28.27	$29.02	$29.77

Service	Effective Dates			
	Previous	2001 01 03	2002 01 01	2003 01 01
Journeyman Rate	$17.56	$17.89	$18.21	$18.53
Vacation	$1.49	$1.52	$1.55	$1.58
Health & Welfare	$1.51	$1.60	$1.70	$1.80
Pension	$0.75	$1.00	$1.25	$1.50
Training	$0.16	$0.21	$0.26	$0.31
Industry	$0.16	$0.16	$0.16	$0.16
TOTALS	$21.63	$22.38	$23.13	$23.88

Residential	Effective Dates			
	Previous	2001 01 03	2002 01 01	2003 01 01
Journeyman Rate	$14.05	$14.61	$15.16	$15.71
Vacation	$1.19	$1.24	$1.29	$1.34
Health & Welfare	$1.51	$1.60	$1.70	$1.80
Pension	$0.75	$0.75	$0.75	$0.75
Training	$0.16	$0.21	$0.26	$0.31
Industry	$0.16	$0.16	$0.16	$0.16
TOTALS	$17.82	$18.57	$19.32	$20.07

Out of area work:

Employee working 80km from residence will receive per day:

Previous	2001 01 03	2002 01 01	2003 01 02
$47.00	$50.00	$53.00	$56.00

MDT Management Association (Quality Control Council of Canada), Surrey, BC United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers

Reference number: N-043-01

36 months (2000 05 01 to 2003 04 30)

Date previous settlement expired: 2002 04 30

Date settlement was reached: N/A

Wages: Lowest Rate – Trainee - $11.26 per hour.

Increases:

effective date	general increase
2000 05 01	1% - 1.8%*
2001 05 01	1% - 2%*
2002 05 01	1% - 2%
* depending on classification	

Pension:

(Employee Paid)/ per hour.

Previous	2000 05 01	2001 05 01	2002 05 01
$2.75	$3.50	$3.75	$4.00

Subsistence Allowance: (per day)

Previous	2000 05 01	2001 05 01	2002 05 01
$80.00	$85.00	$90.00	$95.00

Saint John Construction Association Inc., Saint John and the International Association of Heat & Frost Insulators & Asbestos Workers, Local 131

Reference number: S-042-13

44 months (2002 12 09 to 2006 07 31)

Date previous settlement expired: 2001 07 31

Date settlement was reached: N/A

Geographical Scope: Province-wide

Wages: Cost to the employer per employee per hour worked:

	Effective Dates				
	Previous	2002 12 09	2003 08 01	2004 08 01	2005 08 01
Journeyman	$26.11	$25.06	CPI + 1% to max 3%	CPI + 1% to max 3%	CPI + 1% to max 4%
Vacation	$2.87	$2.76	11%	11%	11%
Health & Welfare	$1.31	$2.84	$2.84	$2.84	$2.84
Pension	--	--	--	--	--
Industry Fund	--	$0.14	$0.14	$0.14	$0.14
TOTAL	$30.29	$30.80			

	Effective Dates			
	December 9, 2002	**August 1, 2003**	**August 1, 2004**	**August 1, 2005**
Base Hourly Rate	$25.06	CPI + 1% to max 3%	CPI + 1% to max 3%	CPI + 1% to max 4%

The Canadian Pipe Fabricators Association and the United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Locals 213, 512, 694, 772 & 799

Reference number: C-276-01

38 months (2001 11 07 to 2004 12 31)

Date previous settlement expired: 1998 12 31

Date settlement was reached: 2001 11 07

Geographical Scope: Province-wide

Wages:

"Payment of wages and benefits covered by this agreement shall be those which have been established by bona fide collective bargaining between the Local Union and the Local Employer's Bargaining Agent recognized by the Local Union in the area where the permanent commercial manufacturing and pipe fabrication shop is located." See Agreement for details.

FINANCE AND INSURANCE

Beaubear Credit Union Ltd., Miramichi and the United Steelworkers of America, Local 9270

Reference number: B-170-01

36 months (2001 03 01 to 2004 02 29)

Date previous settlement expired: N/A

Date settlement was reached: N/A

Wages: Lowest Rate – Teller II - $11.95 per hour.

Increases:

effective date	general increase
2001 03 01	3%
2002 03 01	2.5%
2003 03 01	2.5%

Family Responsibility Leave: (NEW)

An employee shall be permitted up to 3 days leave per calendar year in order to permit that employee to meet responsibilities related to health, care or education of a person with a family relationship to employee.

Travel:

Kms	Old	New
1 – 7999	$0.30	$0.32
8000 and more	$0.28	$0.30
16,000 and more	$0.24	

HEALTH CARE AND SOCIAL SERVICES

Aramark Canada Ltd. (Kenneth & Spencer Memorial Home), Moncton and the Canadian Union of Public Employees, Local 1726-01 (Formerly Versa Services)

Reference number: A-155-04

48 months (2000 10 16 to 2004 10 15)

Date previous settlement expired: 2000 10 15

Date settlement was reached: N/A

Wages: Lowest Rate – Maid I (starting) - $11.46 per hour.

Increases:

effective date	general increase
2000 04 16	0.5%
2000 10 16	1.5%
2001 04 16	0.5%
2001 10 16	1.5%
2002 04 16	0.5%
2002 10 16	1.5%
2003 04 16	0.5%
2003 04 16	1.5%
2004 04 16	0.5%

Bereavement Leave:

Employee shall be granted leave without loss of pay for regularly scheduled shifts up to 5 (3) consecutive calendar days in the event of death of spouse, child, parent, brother, sister or grandchild.

Canadian Blood Services New Brunswick Centre, Saint John and the Canadian Union of Public Employees, Local 3728 (Registered Nurses)

Reference number: R-029-03

36 months (1998 07 01 to 2001 06 30)

Date previous settlement expired: 2000 07 10

Date settlement was reached: 1998 06 30

Wages: Lowest Rate – Nurse (starting) - $17.15 per hour.

Increases:

effective date	general increase
1997 07 01	1.0%
1998 01 01	0.5%
1998 07 01	1.0%
1999 01 01	0.5%
1999 07 01	1.0%
2000 01 01	0.5%

Bereavement Leave:

At the time of death of employee's spouse, child mother/father or fiancé, 5 consecutive days with pay (employee shall be entitled to leave without pay for a period not extending beyond the day following the funeral).

Meal Allowance:

Overnight & Mobile Clinics

	New	Previous
Breakfast	$6.00	$6.00
Lunch	$7.00	$6.75
Dinner	$14.50	$13.00

Canadian Red Cross Ambulance Service, Tracadie-Sheila and Tracadie-Sheila Paramedic Association

Reference number: C-309-01

36 months (2002 04 01 to 2005 03 31)

Date previous settlement expired: 2002 03 31

Date settlement was reached: 2002 04 01

Wages: Lowest Rate – First Responder - $9.85 per hour.

Increases:

effective date	general increase
2002 03 31	1.5%
2003 03 31	4.5%
2004 03 31	2.5%

Stand-by Rate:

Previous	$2.50 per hour
2002 03 31	$2.57 per hour
2003 03 31	$2.68 per hour
2004 03 31	$2.75 per hour

Holidays:

Employees who work during Christmas Eve and New Year's Eve will receive time and a half six (four) for the day shift and twelve (eight) for the evening shift.

Carleton-Kirk Lodge, Saint John and the New Brunswick Government Employees Union, Local 6

Reference number: C-262-01

48 months (2000 10 16 to 2004 10 15)

Date previous settlement expired: 2000 10 15

Date settlement was reached: 2002 04 10

Wages: Lowest Rate – Maid I (starting) - $13.24 per hour

Increases:

effective date	general increase
2000 10 16	1.5%
2001 04 16	0.5%
2001 10 16	1.5%
2002 04 16	0.5%
2002 10 16	1.5%
2003 04 16	0.5%
2003 10 16	1.5%
2004 04 16	0.5%

Bereavement Leave:

(Refer to article for extensive changes)

Previous	New
Entitled to 3 of his regular working days during the 5 calendar days following death	up to a maximum of 7 days for death of spouse, child, parent up to a maximum of 5 days for death of brother, sister, grandchild up to a maximum of 3 days for death of grand parent, mother/father in law, son/daughter in law. up to a maximum of one day for death of sister/brother in law, aunt, uncle, nephew niece.

Education Leave: (NEW)

The Employer shall pay the full cost of any course required by the employer for an employee to better qualify himself to perform his job.

Shift Premium:

Shift worked	Effective 2002 01 01
1600 to 2400	$3.00
2400 to 0800	$4.50
1600 to 0800	$7.50

Community Residential Living Board Woodstock Inc., Woodstock and the Canadian Union of Public Employees, Local 3210

Reference number: C-209-01

36 months (2002 04 01 to 2005 03 31)

Date previous settlement expired: 2000 03 31

Date agreement was reached: N/A

Wages: Lowest Rate – Residential Support Workers I - $8.63 per hour.

Increases:

effective date	hourly increase
2002 04 01	$0.35
2003 04 01	$0.25
2004 04 01	wage re-opener

Holidays: (NEW)

Boxing Day

Travel Expense:

Employees required to use their vehicles shall be paid $0.30 ($0.25) per km.

Bereavement Leave:

Extensive changes to bereavement provision – refer to collective agreement.

Good Samaritan EMS Inc., St. Stephen and the Good Samaritan Paramedic Association

Reference number: G-123-01

38 months (2002 02 01 to 2005 03 31)

Date previous settlement expired: 2001 01 31

Date settlement was reached: N/A

Wages: Lowest Rate – EMT 1 (full time) - $12.43 per hour.

Increases:

effective date	general increase
2001 04 01	1.5%
2002 04 01	1.5%
2003 04 01	4.0%
2004 04 01	2.0%

Call-out Pay:

Minimum call out pay shall be 3 (2) hours at overtime rate.

Les Religieuses Hospitalières de Saint-Joseph de la Province de Notre Dame de l'Assomption, Supérieure locale et Conseil de l'infirmerie, Saint Basile and le Syndicat canadien de la fonction publique, section locale 1429 (informerie)

Reference number: S-067-04

60 months (2002 01 01 to 2006 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2003 02 19

Wages: Lowest Rate- Maid I (minimum) - $11.01 per hour.

Increases:

effective date	general increase
2002 07 01	0.5%
2003 01 01	0.5%
2004 01 01	0.5%
2005 01 01	1.0%
2006 01 01	1.5%

Loch Lomond Villa Inc., Saint John and the New Brunswick Government Employees Union, Local 5

Reference number: L-115-01

48 months (2000 10 16 to 2004 10 15)

Date previous settlement expired: 2000 10 15

Date agreement was reached: 2002 07 17

Wages:

Increases:

effective date	general increase
2000 10 16	1.5%
2001 04 16	0.5%
2001 10 16	1.5%
2002 04 16	0.5%
2002 10 16	1.5%
2003 04 16	0.5%
2003 10 16	1.5%
2004 04 16	0.5%

Meals: (NEW)

The Employer will provide $10.00 to employees required to work 2 hours beyond end of scheduled shift.

Shift Premium: (NEW)

Shift	Premium
1600 hr. to 2400 hrs	$3.00
2400 hr. to 0800 hrs	$4.50
1600 hr. to 0800 hrs	$7.50

Moncton Community Residence Inc., Moncton and the Bakery, Confectionary, Tobacco Workers' and Grain Millers International, Local 406

Reference number: M-207-01

36 months (2002 09 24 to 2005 09 23)

Date previous settlement expired: 2002 09 23

Date settlement was reached: 2003 01 31

Wages: Lowers Rate – RSW (starting) - $8.46 per hour.

Increases:

effective date	hourly increase
2003 09 04	$0.60 - $1.19*
2004 09 04	$0.25
*depending on classification	

Sick Leave: (NEW)

Upon completion of employee's 10 year plus one month of service, sick leave benefits will be accumulated at 7 hours per month.

Clothing Allowance: (NEW)

Upon ratification all bargaining unit members will receive $200.00 clothing allowance.

Services Résidentiels Nepisiguit, Petit-Rocher and le Syndicat des Métallurgistes Unis d'Amérique, local 7676

Reference number: N-072-01

32 months (2002 08 01 to 2005 03 31)

Date previous settlement expired: 2002 08 01

Date settlement was reached: N/A

Wages: Lowest Rate – Counselor (Step A) - $7.63 per hour.

Increases:

effective date	hourly increase
2002 04 01	$0.20
2003 04 01	$0.20
2004 04 01	$0.20

RRSP:

The Employer will disburse the equivalent of 5% (3%) of RRSP deposits up to maximum of $100.00 ($30.00) per annum.

Travel Allowance:

Kilometers will be reimbursed at the rate of $0.29 ($0.27) per km.

Meal Allowance:

Supper - $15.75 ($14.50)

INFORMATION & CULTURAL INDUSTRIES

Le Madawaska, Edmundston and Syndicat canadien des communications, de l'énergie et du papier, section locale 241

Reference number: L-122-01

36 months (2002 04 01 to 2005 03 31)

Date previous settlement expired: 2001 03 31

Date settlement was reached: 2002 06 13

Wages: Lowest Rate – Sales Clerk - $7.77 per hour.

Increases:

effective date	general increase
1998 04 01	1.0%
1999 01 18	0.5%
1999 04 01	2.5%
2000 04 01	2.5%
2001 09 01	1.5%
2002 04 01	1.0%
2003 04 01	1.0%
2004 04 01	1.0%

Miramichi Web Ltd., Miramichi and Moncton Typographical Union, Local 636

Reference number: M-180-01

36 months (2001 01 01 to 2003 12 31)

Date previous settlement expired: 2000 12 31

Date settlement was reached: N/A

Wages: Lowest Rate – Group 2 - $11.05 per hour.

Increases:

effective date	general increase
2001 01 01	2%
2002 01 01	2%
2003 01 01	2%

Pension Plan:

The Employer agrees to contribute the following per shift per employee:

Previous	2001 01 01	2002 01 01	2003 01 01
$3.00	$3.90	$4.45	$5.00

MANUFACTURING

AV Cell Inc., Atholville and the Communications, Energy & Paperworkers, Local 160 (Clerical Workers)

Reference number: A-153-03

72 months (1997 09 27 to 2005 09 30)

Date previous settlement expired: N/A

Date settlement was reached: 1997 09 29

Wages:

Increases:

effective date	hourly / general increase
Date of ratification	$0.35
1998 10 01	$0.35
1999 10 01	$0.50
2000 10 01	$0.50
2001 10 01	2.0%
2002 10 01	2.0%
2003 10 01	2.0%
2004 10 01	*
2005 10 01	*
* to be determined by the prevailing wage adjustments granted in the Eastern Canada Pulp & Paper Industry	

AV Cell Inc., Atholville and the Communications, Energy & Paperworkers, Local 160 (Formerly Atholville Pulp Mill Limited)

Reference number: A-153-02

96 months (1997 09 27 to 2005 09 30)

Date previous settlement expired: 2001 06 30

Date settlement was reached: N/A

Wages:

Increases:

effective date	hourly increase
Date of ratification	$0.35
1998 10 01	$0.35
1999 10 01	*
2000 10 01	*
2001 10 01	*
2002 10 01	*
2003 10 01	*
2004 10 01	*
2005 10 01	*
* to be determined by the prevailing wage adjustments granted in the Eastern Canada Pulp & Paper Industry	

Connors Bros., Limited, Blacks Harbour and the Charlotte Seafood Employees Association

Reference number: C-034-03

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date agreement was reached: N/A

Wages: Lowest rate – Group 2 - $10.40 per hour.

Increases:

effective date	general increase
2002 01 01	1.0%
2003 01 01	2.0%
2004 01 01	3.0%

Eastland Industries Limited, Minto and the United Brotherhood of Carpenters & Joiners of America, Local 1386

Reference number: E-024-02

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 1998 12 31

Date settlement was reached: 2002 06 17

Wages: Lowest Rate: Class V (sweepers, janitors, cleaners) - $9.75 per hour.

Increases:

effective date	hourly increase
2002 01 01	$0.20
2003 01 01	$0.10
2003 07 01	$0.10
2004 01 01	$0.10
2004 07 01	$0.10

Meals: (NEW)

A meal will be supplied by the Company if the employee works more than three (3) hours overtime a day.

Fruits de Mer Océanis Ltée, Shippagan and les Métallurgistes unis d'Amérique, local 9253

Reference number: 0-037-01

12 months (2002 04 01 to 2003 03 31)

Date previous settlement expired: 2002 03 31

Date agreement was reached: 2002 05 09

Wages: Base rate: $7.81 per hour

Increases:

effective date	general increase
2002 04 01	1%

IPL Plastics Ltd., Edmundston and le Syndicat canadien des communications, de l'énergie et du papier, section local 110 (First Agreement)

Reference number: I-047-01

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: First Agreement

Date agreement was signed: N/A

Wages:

Increases:

effective date	hourly increase
2003 01 01	$0.40
2004 01 01	$0.40
2005 01 01	$0.50
2006 01 01	$0.50

Irving Pulp and Paper Limited, Saint John and the Communications, Energy and Paperworkers Union of Canada, Local 30

Reference number: I-003-06

96 months (1998 05 01 to 2006 04 30)

Date previous settlement expired: 1998 04 30

Date agreement was reached: 1999 04 25

Wages:

Increases:

effective date	increase
1999 05 01	$0.50
2000 05 01	$0.50
2001 05 01	2.0%
2002 05 01	2.0%
2003 05 01	2.0%
2004 05 01	me too*
2005 05 01	me too*
*Based on industry pattern	

Lump Sum:

May 1st, 1998 - $2,750

Safety Allowance:

The Company will provide $195.00 ($175.00) – maintenance employees $215.00 ($195.00) per year as a safety allowance.

Tool Allowance:

A tool allowance of $150.00 ($120.00) per year will be provided to each tradesman.

Vacation:

PREVIOUS	
Years of Service	**Vacation**
1 year and less than 4 years	2 weeks
more than 4 years and less than 9 years	3 weeks
more than 9 years and less than 17 years	4 weeks
more than 17 years and less than 25 years	5 weeks
more than 25 years	6 weeks

NEW	
Years of Service	**Vacation**
1 year and less than 4 years	1 weeks
more than 4 years and less than 9 years	2 weeks
more than 9 years and less than 17 years	3 weeks
more than 17 years and less than 25 years	4 weeks
more than 25 years	5 weeks

Retiree's Death Benefit:

Retiree's Death Benefit is $5,000 ($3,500), effective May 1st, 1998, but for retirements after this date only.

J. D. Irving Limited, Deersdale Sawmill, Deersdale, and the Communications, Energy and Paperworkers Union, Local 111

Reference number: I-005-17

60 months (2000 04 01 to 2005 03 31)

Date previous settlement expired: 2001 03 29

Date previous settlement expired: 2000 03 31

Wages: Lowest Rate – Labourer - $11.81 per hour

Increases:

effective date	general increase
2000 04 01	2.5%
2001 04 01	2.2%
2002 04 01	2.0%
2003 04 01	2.0%
2004 04 01	2.5%

Bonus:

Date	Amount*
2001 03 29	$150.00
2003 01 01	$130.00
* paid to regular employees with applicable seniority	

Tool Allowance:

Previous	New
$125.00 per annum	$150.00

J.D. Irving, Limited (Specialty Division), Rexton and the Construction & General Labourers, Local 900

Reference number: I-040-02

60 months (2000 02 02 to 2005 02 01)

Date previous settlement expired: 2000 02 01

Date settlement was reached: 2000 01 16

Wages: Lowest Rate – Labourer - $9.53 per hour.

Increases:

effective date	hourly increase
2000 02 02	$0.25
2001 02 02	$0.25
2002 02 02	$0.20
2003 02 02	$0.25
2004 02 02	$0.25

Wage Rates: (New Hires)

Employees hired after April 1st, 1994 will be hired at $7.75 ($7.65) per hour.

Health and Welfare: (NEW)

Effective 2000 02 01	
Employer	**Employee**
50%	50%

Group Insurance Plan: (NEW)

Effective 200102 01	
Employer	**Employee**
60%	40%

Maritime Fibreglass Fabricators, Minto and the United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 772

Reference number: M-077-01

31 months (2000 05 19 to 2002 12 31)

Date previous settlement expired: 1999 12 31

Date settlement was reached: 2000 05 19

Wages: Lowest Rate – General Laminator - $14.76 per hour.

Increases:

effective date	general increase
2000 05 21	1.5 – 1.6%*
2001 01 01	1.7 – 1.9%*
2002 01 01	1.7 – 1.8%
* depending on classification	

Safety Boots:

Employees with 720 hours worked will receive $75.00 ($65.00) allowance for safety boots.

Health & Welfare Fund:

Employer Contribution per hour			
Previous	**2000 05 21**	**2001 01 01**	**2002 01 01**
$1.55	$1.60	$1.65	$1.70

Pension Fund:

Employer Contribution per hour			
Previous	**2000 05 21**	**2001 01 01**	**2002 01 01**
$1.00	$1.10	$1.20	$1.30

Maritime Fibreglass Fabricators, Minto and the United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 772

Reference number: M-077-01

36 months (2003 01 06 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 01 06

Wages: Lowest Rate – General Laminator - $15.55 per hour.

Increases:

effective date	general increase
2003 01 06	1.2%
2004 01 01	1.4%
2005 01 01	1.4%

Safety Boots Allowance: (Per annum)

Previous	2003 01 01	2004 01 01	2005 01 01
$75.00	$85.00	$90.00	$90.00

Health & Welfare Fund:

Employer Contribution per hour			
Previous	**2003 01 01**	**2004 01 01**	**2005 01 01**
$1.70	$1.80	$1.90	$2.00

Pension Fund:

Employer Contribution per hour			
Previous	**2003 01 01**	**2004 01 01**	**2005 01 01**
$1.30	$1.40	$1.50	$1.60

Moosehead Breweries Limited, Saint John and the Brewery and Soft Drink Workers, Local 362

Reference number: M-023-04

60 months (2004 01 01 to 2008 12 31)

Date previous settlement expired: 2003 12 31

Date settlement was reached: 2003 01 06

Wages: Lowest Rate – General Labourer - $22.44 per hour.

Increases:

effective date	general increase
2002 01 01	3%
2003 01 01	3%
2004 01 01	4%
2005 01 01	3%
2006 01 01	3%
2007 01 01	3%
2008 01 01	3%

Shift Premium:

Any shift commencing after 6:00 pm and before 6:00 am.

Previous	$0.90 per hour
2002 01 01	$1.00 per hour
2003 01 01	$1.03 per hour
2004 01 01	$1.07 per hour
2005 01 01	$1.10 per hour
2006 01 01	$1.14 per hour
2007 01 01	$1.17 per hour
2008 01 01	$1.21 per hour

New Brunswick Publishing Company, Saint John and the Saint John Typographical Union No. 85 (Advertising and Production Contract)

Reference number: N-014-12

60 months (2001 05 01 to 2006 04 30)

Date previous settlement expired: 2002 05 07

Date settlement was reached: 2001 04 30

Wages:

Increases:

effective date	general increase
2002 05 01	2%
2003 05 01	2%
2004 05 01	2%
2005 05 01	2%

New Brunswick Publishing Company, Saint John and the Saint John Typographical Union No. 85 (Circulation & Maintenance Contract)

Reference number: N-014-08

60 months (2001 05 01 to 2006 04 30)

Date previous settlement expired: 2001 04 30

Date settlement was reached: 2002 04 10

Wages: Lowest Rate – Circulation Department (starting) - $9.15 per hour.

Increases:

effective date	general increase
2001 05 01	2%
2002 05 01	2%
2003 05 01	2%
2004 05 01	2%
2005 05 01	2%

New Brunswick Publishing Company, Saint John and the Saint John Typographical Union No. 85 (Newsroom Contract)

Reference number: N-014-13

60 months (2001 05 01 to 2006 04 30)

Date previous settlement expired: 2001 04 30

Date settlement was reached: 2002 05 07

Wages: Lowest Rate: $21.22 – base rate

Increases:

effective date	general increase
2001 05 01	2%
2002 05 01	2%
2003 05 01	2%
2004 05 01	2%
2005 05 01	2%

Mileage:

Previous	May 1st, 2002
$0.27 per km	$0.30 per km

Stone Container (Canada) Inc., Bathurst and the International Brotherhood of Electrical Workers, Local 1150; International Association of Machinists and Aerospace Workers, Lodge 1505; United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local 512; and the International Union of Operating Engineers, Local 894

Reference number: S-165-12

72 months (1998 07 01 to 2004 06 30)

Date previous settlement expired: 1998 06 30

Date settlement was reached: 1999 05 13

Wages:

Increases:

effective date	hourly/general increase
1998 07 01	$1.40
1999 07 01	$0.50
2000 07 01	$0.50
2001 07 01	2.0%
2002 07 01	2.0%
2003 07 01	2.0%

York Steel Inc., Fredericton and the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Shopmen's Local 809 (Formerly United Steel Fabricators)

Reference number: Y-002-12

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: N/A

Date settlement was reached: N/A

Wages:

Increases:

effective date	hourly increase
2002 01 01	$0.30
2003 01 01	$0.30
2004 01 01	$0.30

Overtime:

If the employee works more than 1.5 hours beyond his shift, he will receive a $12.0 ($10.00) meal allowance.

Saturday: All work performed on Saturday shall be paid at double time (time and one-half for 1st four hours and double time after 4 hours).

Retirement Saving Plan: (NEW)

Previous	2002 01 01	2003 01 01	2004 01 01
1.5% employee's basic pay	$0.40 per hour*	$0.50 per hour*	$0.60 per hour*
* Employer's Contribution			

Performance Bonus:

The Company will pay a performance bonus of $300.00 to each eligible employee.

Welfare Benefits: (NEW)

Company and Union agree to share on a 50/50 basis health and welfare benefits.

MINING & OIL & GAS EXTRACTION

La Compagnie de Tourbe Fafard Ltée, Shippagan and la Fraternité unie des Charpentiers et Menuisiers d'Amérique, local 2821

Reference number: F-013-02

48 months (2001 06 01 to 2005 05 31)

Date previous settlement expired: 2001 05 31

Date settlement was reached: 2002 07 02

Wages: Lowest Rate – Labourer - $11.00 per hour.

Increases:

effective date	hourly increase
2001 06 01	$0.30 - $0.55*
2002 06 01	$0.30
2003 06 01	$0.30
2004 06 01	$0.30
* depending on classification	

Retirement Plan:

(Employer contribution):

OLD	2001 06 01 to 2003 05 31	2003 06 01 to 2005 05 31
1.5% of earnings	1.5% of earnings	2% of earnings

Potash Corporation of Saskatchewan, Cassidy Lake Division, Clover Hill and the United Steelworkers of America, Local 9129

Reference number: P-129-01

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2002 05 28

Wages: Lowest Rate – Labourer - $17.00 per hour.

Increases:

effective date	general increase
2002 01 01	3.0%
2003 01 01	2.7%
2004 01 01	2.5%

Safety Boot/Clothing Allowance:

Previous	2002 03	2003 03
$150.00	$170.00	$190.00

Shift Premium (4:00 p.m. to 8:00 a.m. /hour):

Previous	2002 01 01	2003 01 01
$0.60	$0.70	$0.80

Tool Allowance: (Employees in trade classification)

Previous	New
$0.35	$0.50

OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)

Cut 2000 Men's Hairstyling - 512879 NB Ltd., Dieppe and the United Food & Commercial Workers, Local 1288P

Reference number: C-313-01

24 months (2003 02 07 to 2005 02 06)

Date previous settlement expired: First Agreement

Date settlement was reached: 2003 02 07

Wages:

effective date	Base Rate per hour
2003 02 07	$10.00

PUBLIC ADMINISTRATION

City of Edmundston, Edmundston and the Canadian Union of Public Employees, Local 60 (Firefighters and Rescuers)

Reference number: E-018-03

36 months (2000 01 01 to 2002 12 31)

Date previous settlement expired: 1998 12 31

Date settlement was reached: 2002 12 23

Wages: Lowest Rate: Block I (0 – 1800 hours) - $11.42 per hour

Increases:

effective date	hourly increase
1999 12 31	3.2%
2000 01 01	2.0%
2001 01 01	2.0%
2002 01 01	2.0%

Holidays:

All permanent and casual employees regularly working an average of 42 hours per week shall receive 132 (120) hours extra pay.

Vacation:

Two hundred and ten hours paid vacation with 16 (18) years service.

Sick:

Extensive changes, refer to collective agreement.

Diving:

Employees performing diving duties

Per hour	Previous	New
Divers	$90.00	$100.00
Standby Divers	$60.00	$70.00

City of Fredericton and the Fredericton Police Association

Reference number: F-016-06

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2003 03 24

Wages: Lowest Rate – Constable 4 - $15.58 per hour.

Increases:

effective date	general increase
Year 1	3.0%
Year 2	2.9%
Year 3	2.95%

Travel Allowance:

When involved in business of the Employer outside the City, overnight, the per diem rate will be $10.00 ($9.00) in addition to ....

Vacation: (NEW)

Years of Service	Paid Vacation
After 25 years	240 hours

Maternity/Paternal Leave:

Extensive revision to this Article. Refer to Collective Agreement.

Leave of Absence:

Employees elected or appointed to represent the Association at Association business:

Working Days				
Previous			New	
With Pay	Without Pay		With Pay	Without Pay
25	15		30	20

Clothing:

Employee required to perform plain clothes duty reimburse for clothing expenses of $3.75 ($2.50) per working days.

Employer contributions bi-weekly to Benefits:

Benefit Spending Allowance for each employee		
Previous	2003 01 01	2004 01 01
$130.00	$140.00	$145.00

City of Miramichi, Miramichi and the Canadian Union of Public Employees, Local 1387 (Outside Workers)

Reference number: M-232-01

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 01 30

Wages: Lowest Rate – Labourer - $17.62 per hour.

Increases:

effective date	general increase
2003 01 01	2%
2003 07 01	1%
2004 01 01	2%
2004 07 01	1%
2005 01 01	2%
2005 07 01	1%
2006 01 01	2%
2006 07 01	1%

City of Miramichi, Miramichi Canadian Union of Public Employees, Local 3863

Reference number: M-232-03

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: N/A

Date settlement was reached: N/A

Wages: Lowest Rate – Pay Grade I (Office Clerk) - $13.46 per hour.

Increases:

effective date	general increase
2004 01 01	2%
2005 01 01	2%
2006 07 01	2%

Travel Allowance:

Previous	New
$0.30 per km	$0.32 per km

City of Moncton and the Canadian Union of Public Employees, Local 51 (Outside Workers)

Reference number: M-058-03

49 months (2002 12 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2002 12 10

Wages: Lowest Classification – Group I - $17.59 per hour.

Increases:

effective date	general increase
2002 12 01	2.5%
2003 07 01	1.5%
2004 01 01	1.5%
2004 07 01	1.5%
2005 01 01	1.0%
2005 07 01	1.5%
2006 01 01	1.0%
2006 07 01	1.5%

Lead Hand Premium:

A permanent employee who supervises 2 or more employees shall receive $0.50 ($0.25) per hour above the highest rate supervised.

Boot Allowance:

$125.00 allowance ($100.00) for the purchase of safety boots.

Stand-by Allowance:

$50.00 ($40.00) per day, effective overtime rates apply.

Town of Dalhousie and the Canadian Union of Public Employees, Local 188 (Firemen)

Reference number: D-027-03

36 months (2003 01 01 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 02 20

Wages: Lowest Rate – Firefighter Level I - $19.17 per hour.

Increases:

effective date	general increase
2003 01 01	3.0%
2004 01 01	2.5%
2005 01 01	2.0%

Signing Bonus:

To be paid to each employee prior to December 31st, 2003, a signing bonus of $500.00

Meals:

A meal will be supplied by the Employer 2 hours after employee's regular quitting time to a maximum of $10.00 ($8.50). A breakfast allowance of $6.00 will be allowed when an employee is called to work prior to commencing regular day shift.

Holidays: (NEW)

Easter Monday

Paid Bereavement Leave: (NEW)

An employee on vacation is entitled to bereavement leave shall be entitled to said leave immediately upon completion of his vacation.

Clothing: (NEW)

The employer shall allocate $100.00 per year for the purchase of footwear.

Town of Dalhousie and the Canadian Union of Public Employees, Local 188 (Outside Workers)

Reference number: D-027-04

36 months (2003 01 01 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 02 20

Wages: Lowest Rate – By-Law Enforcement Officer - $11.73 per hour.

Increases:

effective date	general increase
2003 01 01	3.0%
2004 01 01	2.5%
2005 01 01	2.0%

Signing Bonus:

Full-time employees - $500.00.

Meals:

A meal will be supplied 2 hours after employee's regular quitting time at the end of a shift to a maximum of $10.00 ($8.50). A breakfast allowance of $6.00 ($5.00) will be allowed.

Bereavement Leave: (NEW)

An employee who is on vacation is entitled to bereavement leave shall be entitled to take said leave immediately upon completion of his vacation.

Premium Pay for Abnormal Working Conditions: (NEW)

Asphalt Crew, looters $0.40.

Clothing Allowance:

Employees of Streets, Water and Recreation Departments will be given a $75.00 ($50.00) allowance per year for the purchase of footwear.

Town of Shediac and the Canadian Union of Public Employees, Local 1773

Reference number: S-081-02

60 months (2002 07 01 to 2007 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2002 12 19

Wages: Lowest Rate – Utility Worker - $16.42 per hour.

Increases:

effective date	general increase
2002 07 01	2.5%
2003 07 01	2.5%
2004 07 01	2.5%
2005 07 01	3.0%
2006 07 01	4.0%

Overtime – (Call Back):

An employee who is called in shall be paid a minimum of 3 hours (2) at overtime rates.

Meal Allowance: (NEW)

An employee required to work at least 2 hours of overtime shall be given a meal allowance of $10.00.

Vacation: (NEW)

An employee who has seniority of 25 complete years or more shall be entitled to 6 weeks vacation.

Clothing:

An employee required to wear safety boots shall receive a $100.00 ($85.00) allowance per year.

Town of Riverview and Riverview Professional Firefighter's Association, Local 2549

Reference number: R-031-01

48 months (1999 04 01 to 2003 03 31)

Date previous settlement expired: 1999 03 31

Date settlement was reached: N/A

Wages: Lowest Rate – Firefighter / Paramedic Class 4 - $13.82 per hour.

Increases:

effective date	general increase
1999 04 01	2.0%
2000 04 01	1.5%
2001 04 01	1.5%
2002 04 01	1.0%

Town of Woodstock, Woodstock and the Canadian Union of Public Employees, Local 2029 (Police Department)

Reference number: W-017-02

36 months (2002 01 01 to 2002 12 31)

Date previous settlement expired: 1999 12 31

Date settlement was reached: 2000 12 07

Wages: Lowest Rate – 3rd Class Constable - $15.28 per hour.

Increases:

effective date	general increase
2000 01 01	1.2%
2001 01 01	1.2%
2002 01 01	1.2%

Ville d'Edmundston and the Canadian Union of Public Employees, Local 60 (Inside & Outside Workers)

Reference number: E-018-04

48 months (2001 01 01 to 2004 12 31)

Date previous settlement expired: 1999 12 31

Date settlement was reached: 2002 07 10

Wages: Lowest Rate – Labourer (0 – 2000 hrs) - $10.40 per hour.

Increases:

effective date	general increase
2001 01 01	1.0%
2001 07 01	1.25%
2002 01 01	1.0%
2002 07 01	1.5%
2003 01 01	1.0%
2003 07 01	1.5%
2004 01 01	1.0%
2004 07 01	1.5%

Premium:

Jack hammer operator will receive a $1.00 ($0.36) per hour premium.

Vacation: (NEW)

Years / Service	Weeks / Vacation
16 (18)	5

Tool Allowance: (Payable upon presentation of receipt)

Previous	New
$300.00	$500.00

GRIEVANCE ARBITRATION AWARDS

Reference Number: A-115-01/2003-01

Autotec and the International Association of Machinists and Aerospace Workers, Local 2253

Issue: Discipline

Award: Grievance Dismissed

Date of Award: January 31, 2003

Number of Pages: 24

Arbitrator: Raymond P. Gorman

Language of Decision: English

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

Reference Number: B-036-02/2003-01 (Supplementary Award)

City of Bathurst and the Canadian Union of Public Employees, Local 1282

Issue: Job Posting

Award: Grievance Dismissed

Date of Award: February 18, 2003

Number of Pages: 8

Arbitrator: Raymond P. Gorman

Language of Decision: English

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

Reference Number: D-077-07/2003-01

Dycon Construction Ltd. and the Labourers, Local 900

Issue: Hiring

Award: Grievance Allowed

Date of Award: February 24, 2003

Number of Pages: 4

Arbitrator: Raymond P. Gorman

Language of Decision: English

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

Reference Number: L-026-03/2002-02

L'Association Coopérative des Pêcheurs de l'Ile Ltée and le Syndicat national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs du Canada, local 1727

Issue: Discipline

Award: Grievance Allowed

Date of Award: December 2002

Number of Pages: 25

Arbitrator: Martin Aubin

Language of Decision: French

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

Reference Number: E-018-02/2003-01

La cite d'Edmundston and the Canadian Union of Public Employees, Local 558 (Police)

Issue: Seniority

Award: Grievance Allowed

Date of Award: January 10, 2003

Number of Pages: 16

Arbitrator: Guy G. Couturier

Language of Decision: French

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

Reference Number: N-098-01/2003-01

Norampac (Moncton Division) and the Communications, Energy and Paperworkers, Local 882

Issue: Firing

Award: Grievance Allowed

Date of Award: January 30, 2003

Number of Pages: 11

Arbitrator: John Larlee, Q.C.

Language of Decision: English

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

Reference Number: S-165-13/2003-01

Smurfit-Stone Container Corporation and the Communications, Energy and Paperworkers, Local 120

Issue: Contracting Out

Award: Grievance Dismissed

Date of Award: January 31, 2003

Number of Pages: 22

Arbitrator: Raymond P. Gorman

Language of Decision: English

≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈ ≈

APPENDICES

Summary of Charts and Table

CHART 1

COLA's in New Brunswick
(January 1st – March 31st, 2003)

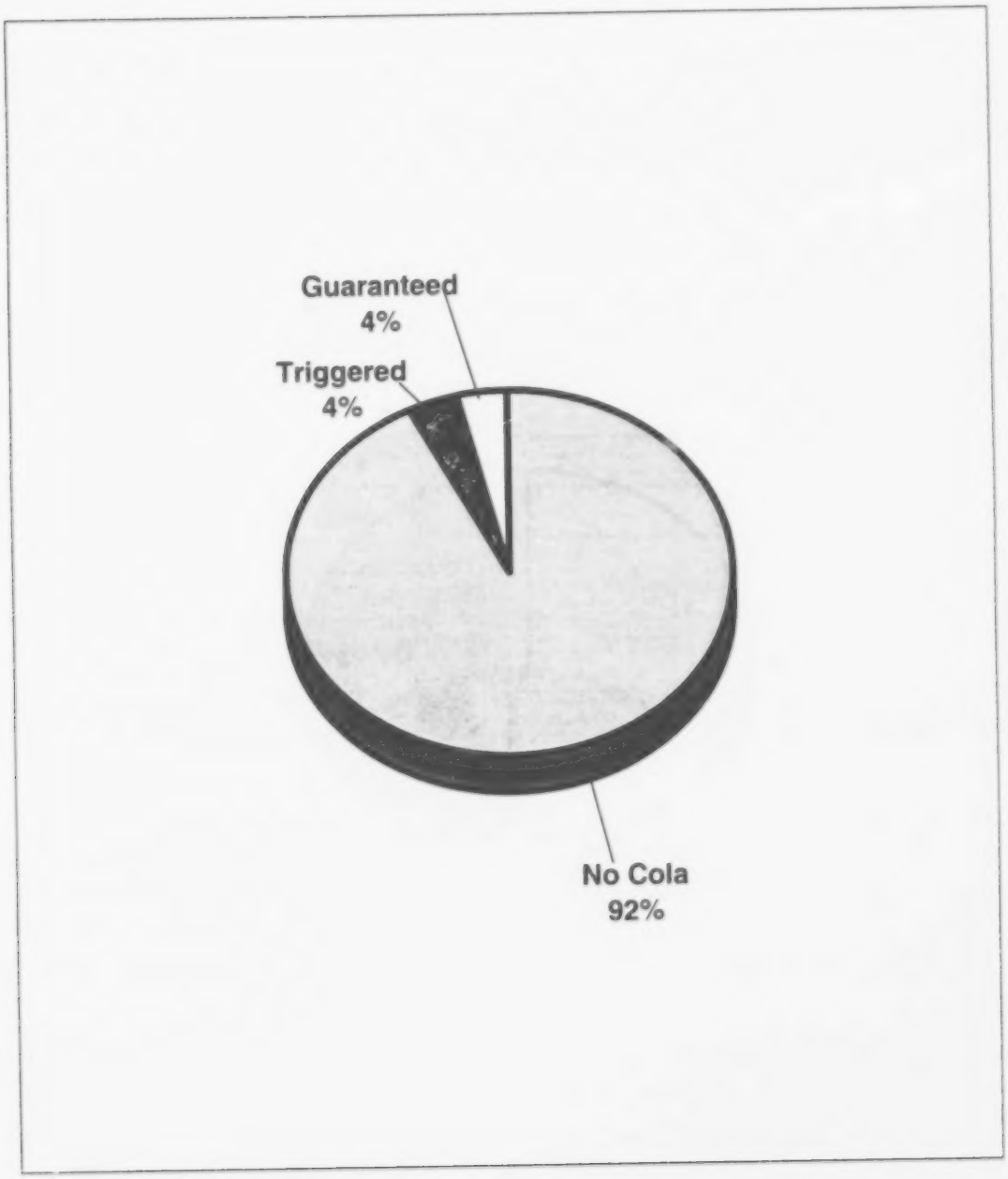


CHART 2

Average Duration in Months of Collective Agreements (January 1st – March 31st, 2003)

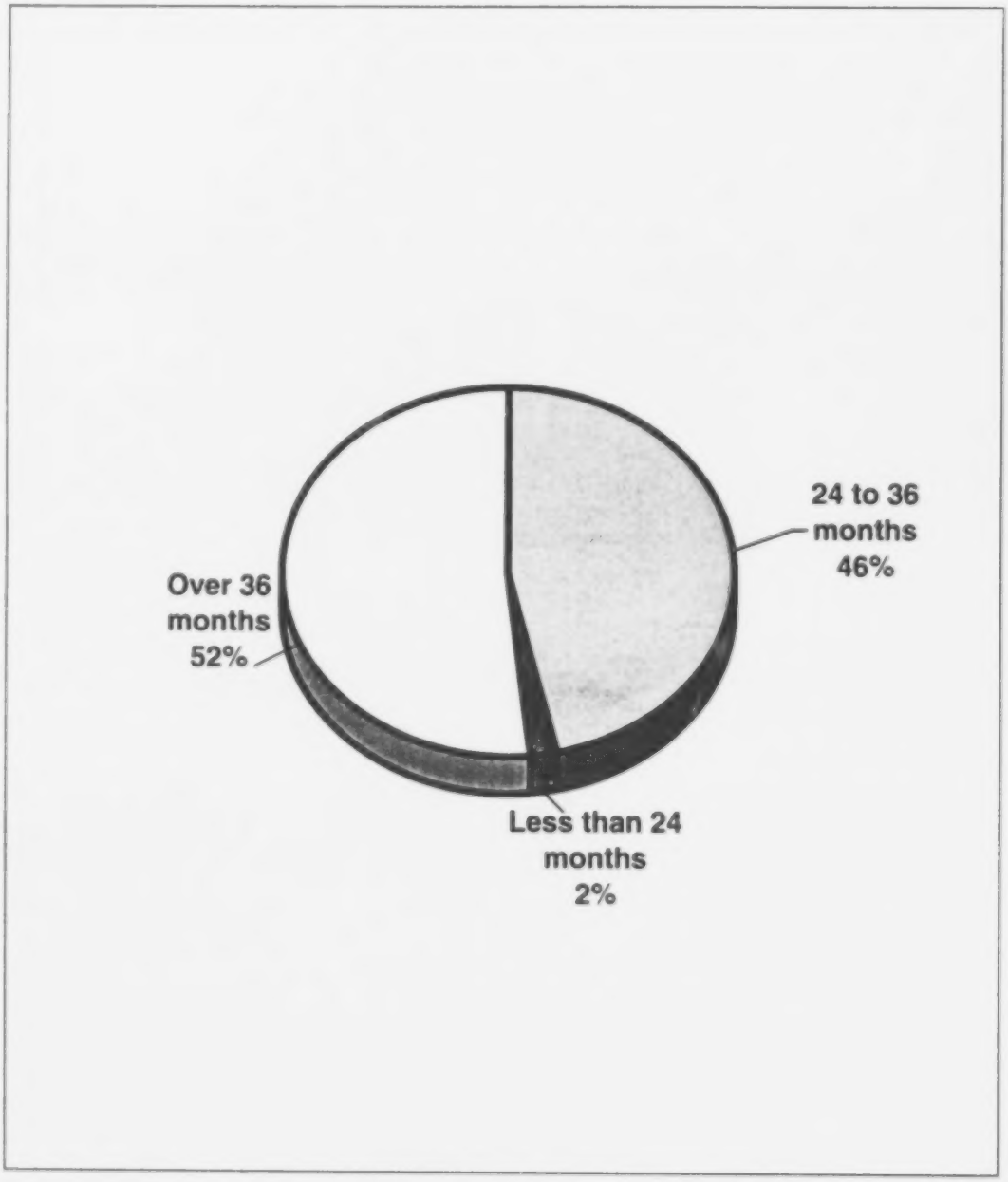


TABLE I

Wage Increase by Industry

(January 1st – March 31st, 2003)

INDUSTRY[1]	Number of Current Settlements	Number of employees covered	Average increase	
			$ hour	%
Accommodation & Food Services	2	155	0.27	3.29
Administration, Support, Waste Management and Remediation Services	1	11	0.24	1.73
Agriculture, Forestry, Fishing & Hunting	3	105	0.72	4.03
Construction	5	184	0.74	3.40
Finance & Insurance	1	13	0.33	2.69
Health Care & Social Assistance	10	782	0.27	2.51
Information & Cultural Industries	2	42	0.16	1.91
Manufacturing	15	2727	0.34	2.29
Mining and Oil and Gas Extraction	2	124	0.38	3.07
Public Administration	11	609	0.35	2.26
TOTAL	**52**	**4752**	**0.35**	**2.45**

1 Agreements are categorized according to the North American Industry Classification (Statistics Canada, 1997) which classifies a business according to the principal commodity produced.

NOTE: First time agreements are not reflected in the above table.

For further information on "North American Industry Classification" see
http://www.statcan.ca/english/Subjects/Standard/index.htm

TABLE I

Wage Increase by Industry

(January 1st – March 31st, 2003)

INDUSTRY[1]	Number of Current Settlements	Number of employees covered	Average increase	
			$ hour	%
Accommodation & Food Services	2	155	0.27	3.29
Administration, Support, Waste Management and Remediation Services	1	11	0.24	1.73
Agriculture, Forestry, Fishing & Hunting	3	105	0.72	4.03
Construction	5	184	0.74	3.40
Finance & Insurance	1	13	0.33	2.69
Health Care & Social Assistance	10	782	0.27	2.51
Information & Cultural Industries	2	42	0.16	1.91
Manufacturing	15	2727	0.34	2.29
Mining and Oil and Gas Extraction	2	124	0.38	3.07
Public Administration	11	609	0.35	2.26
TOTAL	**52**	**4752**	**0.35**	**2.45**

1 Agreements are categorized according to the North American Industry Classification (Statistics Canada, 1997) which classifies a business according to the principal commodity produced.

NOTE: First time agreements are not reflected in the above table.

For further information on "North American Industry Classification" see
http://www.statcan.ca/english/Subjects/Standard/index.htm